



Red Lobster serves the best fish in Milpitas, but its employees also manage one of the best recycling programs in town. Republic's commercial recycling driver empties a lot of containers every day and he reports that Red Lobster's recycling containers are some of the cleanest and well-maintained on his route.

What's the secret? Yosef Khayat, Red Lobster Kitchen Supervisor, says it's all about training and ensuring his employees understand what's accepted as recycling and how to manage the materials to get the most out of container space.

"All of the recycling we accumulate is mostly cardboard or paper and it's managed by the back of house (kitchen staff)," said Yosef. "Cardboard boxes are emptied and immediately

Recycling is on the Menu at **Red Lobster**



flattened and placed in the recycling container directly outside the kitchen door; paper is collected in bags throughout the day then emptied into the container at the end of each day."

Although the restaurant receives recycling collection service five days a week, Yosef and his team work hard to ensure every inch of container space is utilized by properly managing their recyclables and trash. You won't see any material placed in the wrong container at Red Lobster – recycling right is just as important to them as serving up the best catch of the day.

Learn more about creating a recycling program at your business by calling **Republic Services** at **408-432-1234**.



Recycle Right

With training in place, recycling can be easy! Since all recyclables can be placed in just one container, there's no need to spend precious time separating. Just follow these guidelines to make your program a success.


Accepted Materials

Cardboard (flattened)

Mixed paper (newspaper/magazines, phone books/directories, junk mail, brochures)

Aluminum and metal cans

Glass bottles and jars

Plastic containers with the arrows 

Beverage containers labeled CA SRV (glass and plastic bottles, aluminum cans)

Spiral-bound or glue-bound books and manuals

Shredded paper (place large amounts in a paper bag and staple closed)

Shrink-wrap or plastic film (place in clear plastic bag)

Not Accepted

Food and food containers

Styrofoam*

"Peanuts" packaging materials and loose bubble wrap

Wood

Black plastic

Restroom and kitchen waste paper

Glass panels and fluorescent light bulbs

Photographs and film

CD and jewel cases

*Large amounts of block Styrofoam are accepted. Contact Republic Services at 408-432-1234 for details

Two ways to handle recycling in the office:

1. Janitors may empty desktide recycling boxes into a cart, then empty recycling onto the outside white bin, or;
2. Your business purchases inside recycling containers. Employees empty contents of desktide recycling boxes into these centrally-located containers. Janitors then empty recycling from here into the outside with recycling bin.



Zero Waste Tips You Can Feel Good About

Achieving zero waste is not just a philosophy, it's a daily commitment that the City of Milpitas and Republic Services have when it comes to our customers and the community. Any recyclable material collected by Republic is sorted at the Newby Island Recyclery, the largest and most capable recycling facility in the world (by industry standards). Yet, it's still important to find ways to reduce the amount of waste that is generated. The less we generate, the closer we are to zero waste. These tips can help your business decrease the amount of waste produced on a daily basis:

Reduce

- Order items with minimal packaging.
- Print, copy, and write on both sides of a sheet of paper when possible.
- Use dry-erase boards and overhead projectors for presentations instead of handing out copies.
- Make training manuals and company information available electronically, instead of in printed books and binders.
- Encourage your staff to use reusable coffee mugs, dishes, and utensils.
- Adopt an environmentally preferable purchasing policy.

Reuse

- Use refillable toner cartridges for printers. Non-refillable cartridges contain between two and three pounds of plastic and metal!
- Send documents between offices and departments in reusable envelopes.
- Reuse corrugated boxes for shipping supplies between offices.
- Buy refillable pens and mechanical pencils. Pencils and the outer casings of pens can come in a variety of reclaimed materials, such as recycled newspaper, plastic, rubber, and even recycled dollar bills.
- Use the blank side of printouts as scratch paper or to take notes.

Donate

- Donate unwanted office supplies to nonprofit organizations, charities, schools or used materials exchanges.
- Give excess building materials and supplies from renovations to low-income housing developers or non-profits such as Habitat for Humanity.
- Donate fresh food leftovers from cafeterias.

For more business source reduction and reuse info, go to www.reducewaste.org.

Get Started Now!

Kick Start a Recycling Program Today!

California Assembly Bill AB 341 requires businesses which generate at least 4-cubic yards or more garbage per week to participate in a recycling program. In Milpitas, recycling collection services are FREE which makes it even easier to comply! Contact Republic Services at 408-432-1234 and quickly implement a recycling program at your business which may even help reduce your garbage bill. The City of Milpitas and Republic also provide extra perks to enhance your recycling experience:

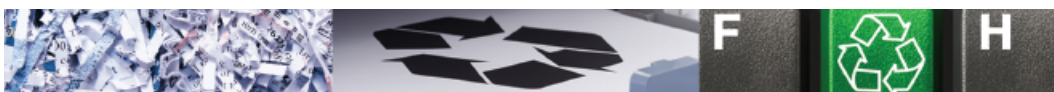
- A dedicated Recycling Coordinator to answer your questions and provide onsite waste assessments
- Recycling collection that best fits your needs and location including containers ranging from 1-8 cubic yards with collection service up to 6 days per week
- Deskside recycling boxes for inside your business
- Training for your employees
- Educational posters, fliers and decals

Maintaining a Successful Program

You've set up your new recycling collection service, now you just have to get your employees on board. A well-structured recycling program can increase employee interest and participation and even company pride. After all, it's a great feeling when you know you're working toward the greener good, even at work!

Getting Started

- Business managers set the stage for a successful program. Work with your Republic Services Recycling Coordinator to perform waste assessments to determine you have the correct level of service. Set the example for your team that participation is the key to creating long-term success.
- Designate trash and recycling containers inside your office. Contact Republic for a delivery of FREE deskside recycling boxes to collect mixed recyclable materials. **Contact your Recycling Coordinator at 408-432-1234** to order yours today.
- Label your indoor containers appropriately and display recycling posters provided by your Recycling Coordinator near the containers.
- With the assistance of your Recycling Coordinator, provide an interactive training session that educates your team on proper use of the recycling program. It may be necessary to provide more than one session depending on how waste material is handled at your business (administrative staff vs janitorial staff). Your Recycling Coordinator is available to visit your business for additional trainings and follow-up waste assessments.
- Display posters near the outdoor receptacles. Your Recycling Coordinator can provide posters along with advice on how to properly dispose of trash and recycling material in your outdoor container(s).
- Remember to periodically check-in with your team for ongoing education and keep them updated on their efforts in achieving a successful program. Everyone wants to do the right thing by recycling, so consistent positive reinforcement keeps participants on the right track!



For Milpitas Businesses: The Latest Recycling and Waste Reduction News!

Recycling Resources

Although Republic Services can process an expanded list of recyclable material, there are some items that just aren't accepted. But don't give up! There are companies throughout the Bay Area (and beyond, in some cases) that may be able to help you find a recyclable solution for even the most unique waste items your company generates such as clean room supplies, large quantities of plastic film, office equipment and many others.

The **Center for the Development of Recycling** is a one-stop shop when it comes to information on where to recycle, well, pretty much anything and everything. Whether you're remodeling your business and want to donate that Victorian décor or you're simply looking to dispose of outdated machinery, the CDR can help. Visit www.recyclestuff.org/search_mat.php#searchstart for an easy to use online search for recyclers or call **800-533-8414**.

For hard-to-recycle items, contact **AHG Recycling** at **510-742-5800** or shanko@ahgreycling.com. This specialty recycling business will help you recycle materials not collected by the City of Milpitas/Republic Services Commercial Recycling Program

Old electronics are no longer a problem with the services provided by **Recycle 1234** of Milpitas! There's even a payback for specific items. Contact sales@recycle1234.com or call **408-935-9537**.

Hazardous waste getting you down? Qualifying businesses have access to Santa Clara County's cost effective and environmentally sound option to meet their hazardous waste recycling and disposal needs. Mercury-containing items, chemicals, paint, solvents and batteries are just a few of the more common items this program accepts. Visit www.scco.org, **Department of Environmental Health** for more information.



Questions?
408-586-2680



Service Questions?
408-432-0444



Post Consumer
Recycled Paper